

# CHAIRMAN'S STATEMENT



**Ashok Sethi**  
Chairman

“The world is in another disruptive era driven by sustainability, circularity and energy transition. For businesses, this means taking a holistic approach to how they operate – from their products and services to their supply chains and waste management. Tata Consulting Engineers Limited (TCE) set forth in this direction in the last few years. As a result, the Company is geared up to serve its customers with a suite of Sustainability Solutions.”

*The year FY 2022-23 closed with new highs, TCE crossed the 1000 Crores revenue mark and met almost all targets set at the beginning of the financial year. The Company also celebrated its Diamond Jubilee with Group Chairman, Shri N Chandrasekaran, Chairman - Tata Sons gracing the occasion as the Chief Guest. This year, TCE continued to deliver satisfactory performance on significant projects like ITER in France, Copper Smelter in Indonesia, Fertiliser plant in Nigeria, SABIC in Middle East and prestigious projects in India like Ram Janmbhoomi Temple, High-Speed Rail, Central Vista and CIDCO affordable housing.*

Over the years, there has been a significant shift in the way of providing engineering services owing to customer demand for early completion of projects at reduced costs. With the advent of digital technology and tools like 3D/4D modelling and other simulation processes, TCE has managed to surpass customer expectations and has optimised the construction time and provided various value engineering solutions.

Several in-house efficiency improvement and productivity enhancement initiatives have helped TCE attain a leadership position in the market and have embedded value engineering in the culture and DNA of the organisation.

The world is in another disruptive era driven by sustainability, circularity, and energy transition. For businesses, this means taking a holistic approach to how they operate – from their products and services to their supply chains and waste management. Keeping in pace with the global megatrends indicating strong momentum in the energy transition, TCE has taken the lead in creating integrated end-to-end solutions for its customers in all segments. Leveraging the Company's experience and presence in wide sectors, TCE has developed a complete portfolio of solutions covering all aspects of energy transition from green and clean energy generation to energy storage to green technology implementation.

## ENERGY GENERATION, STORAGE & GREEN PROCESS



- **Power Generation:** Renewable Power, Clean (Nuclear) Power
- **Green Chemicals:** Hydrogen, Ammonia, Methanol etc.
- **Energy Storage:** Battery Energy, Pumped Energy (PSP), Hydrogen Energy
- **Green Fuels:** Bioethanol, Sustainable Aviation Fuel, Waste to Energy
- Nuclear Fission (Fleet Mode & Small Modular Reactors) & Fusion
- Plant Retrofits with Carbon Capture & Utilisation

## RESOURCES: MINING AND CONVERSION



- **Green Metals:** Steel
- Smart Factory, Zero Solid, Liquid, Gas Discharge
- Environmental Services, Waste Management
- Circularity / Recycle and CCUS
- Green Cement and Infrastructure Waste Recycling and Utilisation

## INFRASTRUCTURE & BUILDING SUSTAINABILITY SOLUTIONS



- Net Zero Development (Carbon, Water, Waste)
- ESG Policy & Implementation
- Sustainable Integrated Design of Buildings, Green Building Certification
- Carbon Reduction Solution
- Smart Cities, Sustainable Transport, Multi-Modal Hub, Green Ports

TCE is executing several first-time projects such as green ammonia, green hydrogen, green methanol, energy storage, bioethanol etc. making its strong presence felt and is already a market leader with an early mover advantage.

In the Green and Clean Energy space, apart from solar/wind based energy generation projects, TCE has also been involved in multiple Pumped Hydro Storage projects, aligning itself with India's ambition of increasing renewable energy share in the overall energy basket. TCE is also engineering one of the largest Solar PV Panel manufacturing facility in India.

As the electric vehicle market is growing, several battery manufacturing plants are currently under consideration, TCE is already part of some of the first few plants coming up in India making its presence felt in the entire value chain of energy transition technologies.

TCE has also made inroads into providing sustainable solutions to its customers in hard-to-abate industries such as steelmaking.

All this was possible due to the company's vision, strategic alignment, strong task force and talent pool geared up to provide differential value-added solutions.

## FINANCIAL PERFORMANCE

TCE showed remarkable performance in all businesses this year. In FY 2022-23, the Infrastructure Cluster acquired 48% of the total acquisition and secured 47% share in revenue. The Plant Engineering and Design Cluster acquired 49% of the total acquisition and secured 50% share in revenue. The Digital and Advanced Technology business revenues more than doubled in FY 2022-23 as compared to FY 2021-22.

TCE achieved consolidated total revenue of Rs. 1137 crores for FY 2022-23, a 27% jump. The domestic component was 62% and the international was 38%. TCE ranked 111 on the ENR, moving up a few places from 118 last year.

The business acquisition for FY 2022-23 reached Rs. 1586 crores on its strong order book and credentials, TCE is optimistic of scaling newer heights.

TCE has delivered robust performance over the last 10 years – orders secured has grown 2.5X, revenues went up by 2.6X and PBT grew by 5.9X of what they were in FY13. This has been made possible by strategic actions such as expansion to international markets, entry into new sectors/ services, creation of annuity linked business models, organisation structure innovation and investment in digital tools and systems to name a few.

## GOVERNANCE & SYSTEMS

TCE is a pioneer in good governance practices with established systems and processes to enforce the same. Anti-bribery & Anticorruption, Prevention of Sexual Harassment (POSH) at the workplace, adherence to the General Data Protection Regulation (GDPR), Whistle-Blower Framework and others have been institutionalised through policies and guidelines. IT systems have strengthened business processes, making for a transparent mechanism to protect client IPR and build client confidence.

The risk management process has been reinforced with a clear focus on addressing and mitigating material risks to TCE. The Company has implemented robust risk management systems and procedures across the organisation. TCE was awarded as 'Masters of Risk - Real Estate and Infrastructure Sector - Mid-Cap Category' at the CNBC-TV 18 India Risk Management Awards. TCE also made its place among the top 25 Safest Workplaces in India at the KelpHR PoSH Awards.

The Company is actively working on strengthening the risk culture, ~25% employees across the company were trained on various aspects of Risk Management.

## CORPORATE SOCIAL RESPONSIBILITY

As a Corporate Citizen, TCE continued to contribute towards social upliftment by creating sustainable impacts through its Corporate Social Responsibility ("CSR") initiative "TCEndeavour". TCE believes in and supports inclusive economic development and contributes towards asserting the fundamental right of education.

The Company's CSR projects focus on holistic development and sustainable social impacts. The areas of interventions include improving the quality of education at grass root level in STEM fields, skill development projects to close the opportunity gap and generate a sustainable stream of income and elevate the standard of living and disaster recovery initiatives focused on reviving schools in impacted areas.

The various CSR initiatives are covered under the larger themes of the CSR policy at TCE

- Education
- Sustainable Livelihood
- Infrastructure Development and
- Healthcare
- Academia Collaboration

This FY 2022-23, TCE reported 200 volunteering programs investing 15616 person-hours. FICCI also recognised the Company for its efforts in supporting the Nation in its fight against COVID-19.

## PEOPLE

TCE is proud to be home to a diverse workforce from various ethnic, regional and cultural backgrounds. Its multi-generational workforce brings with it a rich blend of educational and professional experience. TCE's employee value proposition (EVP) is built around the idea that its employees are the most valuable asset.

The Company recognises that its success as an organisation is inextricably linked to the success of its workforce. TCE strives to provide a workplace environment that is challenging, rewarding and supportive. Investing in the well-being of its employees and providing opportunities for career advancement are the core tenets of the employee value proposition, making TCE the employer of choice to attract and retain the best minds in the industry.

This year through continued dedicated efforts and strategic recruitment, the Company ramped up its workforce through various sourcing channels such as campus recruitment, walk-in drives, social media campaigns, strategic partnerships in hiring, ex-pat onboarding etc. The workforce strength grew significantly by around 26%, which is a testament to the Company's commitment to growth and expansion.

This FY 2022-23, the Company invested 30+ person-hours per employee on training, including training on digital engineering delivery mechanisms.

The Company was awarded HR Excellence in Learning and Development by various forums like People First, Leadership Summit and L&D Summit Awards. The Company also became the Happiest Workplace for focusing on employee well-being and happiness.

With various milestones critical to keeping the ambition of the Paris Agreement so near, acknowledging the moment's gravity is increasingly clear for businesses across all sectors of society.

In addition to strong governance, TCE is working on equipping its workforce with the climate related knowledge and skills needed to maximise the impact of the decarbonisation focused business deliverables.

As thought leaders, TCE has also published various whitepapers to sensitise the customers and public at large on the sustainability trends and abatement options available.

Seeing that the world is moving towards a more inclusive and holistic approach is heartening. In due course, these approaches will mature and result in opportunities for TCE to contribute to engineering a sustainable tomorrow.

It has been a historic year for the Company. My best wishes to all employees, customers and partners who have placed their trust in TCE. I also thank the Management and the Board members of the Company for their valuable contribution to the success of TCE.

I look forward to TCE delivering enhanced value in the year ahead and beyond.

## CONCLUSION

Globally, the realisation of Sustainability priorities like Infrastructure Imperatives, Carbon Management, Green Energy, Circular Economy, Environment Conservation, Water Conservation and Energy Efficiency is shaping policies and business plans.

Sincerely yours,

**Ashok Sethi**

